

## Diversity and Inclusion

Walsworth understands the value of maintaining a diverse workplace and appreciates the varied experiences and perspectives that such diversity lends to a healthy work environment. We continually strive toward maintaining a balanced group of talent that accurately reflects the clients which we serve.

We are pleased that our commitment to diversity consistently earns high ratings from our own employees, but it is our statistics—all above national averages—that demonstrates our dedication to the retention and advancement of all attorneys, regardless of gender, ethnicity, LGBT status, physical disability, or any status protected by law.

### Diversity in Practice

Our commitment to diversity is more than a formality—it is an integral part of our firm culture and truly sets our firm apart.



Walsworth is a certified Women's Business Enterprise by the WBENC and by the CPUC, and we are the largest certified WBE law firm in the U.S.



Walsworth is also a member of NAMWOLF. We are the largest law firm member in California, and the third largest nationwide.



Walsworth earned top rankings in Law360's 2017 Class Ceiling Report on both "The Ceiling Smashers" and "The Best Firms for Female Attorneys" lists.

### Encouraging Leadership in Women

We take special pride in our commitment to fostering the leadership of women by utilizing a mix of best practices to encourage the hiring, retention and promotion of women. This includes an active mentoring program, a flexible partnership track, and diverse hiring and management committees. Our results continue to be positive and our retention of women attorneys as associates and partners stands far above the national averages.

Our female attorneys also play an integral role in the firm's leadership and governance and currently hold positions such as managing partner (co-led by two women) and marketing partner.

### By the Numbers

- ▶ 56 percent of partners are female, compared to the law firm average of 22 percent.
- ▶ 65 percent of associates are female, compared to the law firm average of 44 percent.
- ▶ 58 percent of total lawyers are female, compared to the law firm average of 34 percent.
- ▶ 19 percent of partners are a minority, compared to the law firm average of 8 percent.
- ▶ 43 percent of associates are a minority, compared to the law firm average of 19 percent.
- ▶ 25 percent of total lawyers are a minority, compared to the law firm average of 14 percent.
- ▶ 60 percent of firm's Steering Committee are female, compared to the national average of 22 percent.

Source: Law360's 2017 Diversity Snapshot and 2017 Glass Ceiling Report